



DOC Support Teams

DEPARTMENTAL TEAM: DOC HQT

William L. Wrenn, Commissioner (271-5603)
 Lisa Currier, Administrator, HR (271-5640)
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 Lisa Angelini, Administrator, EHS (271-5661)
 Linda McDonald, Recruiter (271-5645)
 Linda McFarland, HRC (271-5653)
 Rozalind Hilton, Payroll Assistant (271-5644)
 Gina Quimby, Benefits Coordinator (271-5641)

DIVISIONAL TEAMS

NH State Prison-M

Richard M. Gerry, Warden (271-1812)
 Mindy Normand, HRC (271-1818)
 Maj. Jon Fouts (271-3140)
 Capt. Keith Hardy, Operations (271-1817)
 Cpl. Rod Knierman, Operations (271-1817)
 Lt. Neil Smith, Training Coordinator
 Sgt. Tony Kingsbury (Sponsor) (271-1914/1909)
 Sgt. Ron Gagliardi (Sponsor) (271-2226/2227)
 Sgt. Tom Christy (Sponsor) (271-1891/1885)
 Sgt. Joel Dinsmoor (Sponsor) (271-1861)
 Cpl. Tom Gleason (Sponsor) (271-1899)

Lakes Region Facility

Jane Coplan, Warden (528-9209)
 Kelly Matthews, HRC (528-9214)
 Sgt. George Bigl, Training Coordinator
 Lt. Kevin LeBlanc, Operations (Sponsor) (528-9217)

Northern NH Correctional Facility

Larry Blaisdell, Warden (751-0301)
 Cindy Qualls, HRC (752-0330)
 Sue Young, Administrator of Programs (752-0333)
 Cpl. Tim Coulombe, Operations (752-0387)
 Lt. Mark Jepson, Trng. Co-ord. (Sponsor) (752-0328)
 Maj. Dennis Cox (Sponsor) (752-0386)
 Capt. Scott Lambertson (Sponsor) (752-0381)
 Sgt. William ("Dan") Hammer (Sponsor) (572-0383)

Other Support Resources



(603) 225-1342 or 227-1477

www.esgr.com



103 Liberty Street
 Manchester, NH 03104
 800-562-3127



VETERANS OF FOREIGN

www.vfwnh.org



Veterans Administration:

Hospital: (603) 624-4366
 Benefits Info/Assistance: 800-827-1000

E A P

State Park South
 Dolloff Building
 117 Pleasant Street
 Concord, NH 03301-3852
 271-4336

NH Department of Corrections

OPERATION:

WELCOME HOME

Your Colleague is
 Returning to Work



Things you should know

What's going on...

REORIENTATION

The Department of Corrections has established a Reorientation Program for staff members returning to work after their military deployment. The DOC Reorientation Program was designed to provide a universal approach to their re-entry into the Department. This program consists of two phases.

The first phase is the **Departmental Reorientation**, designed to welcome them back to work, update them on departmental changes that took place during their military leave and review and update personnel records as needed.



The second phase is the **Divisional Reorientation** which will be coordinated with a *Sponsor*. The role of the sponsor is to assist them at the worksite by updating them on the divisional changes that have occurred during their absence, introduce them to new staff members, reacquaint them with colleagues, attend required in-service training and update their officer certification. Sponsors will also provide whatever assistance they need for the transition back to work. Each *Divisional Reorientation* has been developed by the Team of that particular Division, but does include common topics and activities. The divisional phase of the reorientation process will take place on the first shift, generally taking about one month.

Your colleagues...

HOW THEY MAY FEEL

Even though your colleagues may feel happy to be home and getting back to your “normal” routine of civilian life, there will still be adjustments for them to make in both familiar and new situations at work. Life at home has moved along and memory tends to freeze things in time for the person who is away. Consequently, perception may not coincide with the memory and there will be a period of adjustment for your retuning colleagues. These are some of the feelings they may experience once they have started back to work:



- They may feel “out of place” for a period of time; while they were away, things at home have continued along; this includes life at work as well as their life at home. Co-workers and circumstances may be or seem different even if nothing has changed. Changes that did happen while they were away (changes in personnel, etc.) may distort their perceptions of what work is like.
- They may find that adapting to the change of pace affects them differently than they expected and may need some time fitting back into old roles.
- They may feel impatient or pressured to “get back into the swing of things.”
- They may feel restless or edgy or tired.

...and You

WHAT YOU MAY NOTICE

Being away from friends and family for long periods of time has quite an impact on any of us. Being called to military duty and deployed to a war zone intensifies that impact. Consequently, when your colleagues return to work you may notice changes in them. Their demeanor may seem different to you; they may be more quiet or more gregarious than you remember. Their appearance may have changed. They may react to situations differently or seem distracted. Remember that there is going to be a period of adjustment for all concerned that will take place over a period of time.

WHAT YOU CAN DO

What can you do to make your returning colleague really feel welcomed home? When asked, the three most common responses were:

- “Treat us normally”
- “Don’t expect that we are going to have all sorts of problems.”
- “Have an understanding about what we and our families have been through.”



Show your support by extending your hand and expressing your appreciation. Let them know that they were missed and that you are glad that they have arrived home safe and sound. If you are concerned that they may need additional support services refer them to their sponsor or Employee Health Services.